

Policy & Procedure



First Aid Policy 2026-2029

This policy is reviewed every three years and was agreed by the Governing Body of Thornton Primary School in Spring 2026 **and will be reviewed again in Spring 2029**

Signed: _____ Chair of Governors

Date: _____

Statutory Policy

- 1.0 The Health and Safety at Work etc. Act 1974 imposes a general duty on employers to ensure that their establishments are safe and healthy places.
- 1.1 The Health and Safety (First Aid) Regulations 1981 (First Aid Regulations) (amended 1st October 2013) and the associated Health and Safety Executive (HSE) Approved Code of Practice (ACOP) [L74: First Aid at Work](#) applies to all employers and employees who work in establishments.
- 1.2 The First Aid Regulations do not apply directly to non-employees, although ACOP L74 places emphasis on the need, when assessing the overall risk, to take account of all persons who have access to the premises. Therefore, it is sensible to combine first aid provisions and facilities for employees and non-employees (including visitors to the premises and contractors) ensuring that the level of provision for employees is not diluted.
- 1.3 This document sets out our arrangements to ensure compliance with the First Aid Regulations and ACOP L74. It also provides guidance to management about what first aid facilities should be provided, the training of first aiders, administering treatment and the employer's responsibilities.
- 1.4 Where establishments work with children or vulnerable adults there may be additional best practice guidance available and managers must seek further information in line with the relevant regulatory authority such as OFSTED and the Care Quality Commission (CQC).

2.0 Employers Responsibilities

- 2.1 It is an employer's responsibility to ensure that there is adequate and appropriate equipment and facilities in place to enable the application of First Aid to employees who become ill or are injured at work, extending these responsibilities to visitors and contractors.
- 2.2 Symphony Learning Trust has ultimate responsibility for health and safety matters within the schools, but delegates responsibility for the management of such matters to the school's Local Governing Body. The Governing Body in turn delegates operational matters and day-to-day tasks to the Headteacher and staff members.
- 2.3 The Headteacher is responsible for the implementation of this policy including:
 - Ensuring that an appropriate number of qualified first aid staff are present in the school at all times.
 - Ensuring that all staff are aware of First Aid procedures
 - Ensuring appropriate risk assessments are completed and appropriate measures are put in place
 - Ensuring that adequate space is available for catering to the medical needs of pupils
 - Reporting specified incidents to the HSE when necessary – through AssessNet software.

Staff are responsible for:

- Ensuring they follow first aid procedures
 - Ensuring they know who the first aid staff are
 - Completing accident reports for all incidents they attend/witness where a first aider is not present and giving them to a member of office staff.
 - Informing the Headteacher of any specific health conditions or first aid needs
- 2.4 The First Aid Regulations and ACOP L74 require the employer to make an assessment of first aid needs appropriate to the circumstances (hazards and risks) of each workplace; see Appendix

1. This is commonly referred to as a 'First Aid Needs Assessment'. This requires conducting a suitable and sufficient risk assessment considering, and dependent on, the following:

- (i) The number of staff, visitors and contractors to site
- (ii) The nature of the hazards likely to be encountered and activities undertaken
- (iii) Age group of users
- (iv) The geographical layout of the establishment and the facilities it provides
- (v) Accessibility to assistance and emergency medical services

2.5 There is no ratio for the number of first aiders to employees although ACOP L74 offers some guidance which Thornton Primary School staff should adhere to:

- Low risk workplaces (such as offices) - one trained First Aider to every 50 employees with an additional first aider for every 100 employees
- High risk workplaces - one trained first aider for five or more employees, with an additional first aider for every 100 employees

First-Aid Facilities

3.1 The number of first aiders, first aid kits and whether a dedicated first aid room is required will be dependent upon the assessment of risk and the criteria stated in 2.2 above.

3.2 First aid boxes or kits should be identifiable, signed with a white cross on a green background, easily accessible and placed in areas of greatest risk.

3.3 All staff members, as part of their initial induction, should be given information relating to:

- (i) Who the first aid trained staff are;
- (ii) Where the nearest first aid box/kit is located
- (iii) Site procedure for dealing with first aid emergencies

3.4 First Aiders must make themselves known to all employees.

3.5 HSE guidance on suggested first aid box contents:

ITEM	MINIMUM QUANTITIES
First Aid Guidance Leaflet	1
Sterile Adhesive Dressing (individually wrapped plasters)	20
Sterile eye pads	2
Sterile Triangular Bandage (individually wrapped)	4
Adhesive Tape (safety pins not used)	
Medium Sterile Dressing	6
Large Sterile Dressing	2
Disposable Gloves	3 Pairs
Sterile Cleansing Wipes	4
Sterile Water or Saline (if mains water not available)	1 Litre

3.6 Other suggestions based on the activities being undertaken and risk assessment:

- Instant ice packs
- Disposable yellow plastic bags for clinical waste/sharps bin
- Silver foil survival blanket
- Vent Aid

3.7 It is important that an 'appointed person' within your establishment/department is given responsibility for checking and, where necessary, replenishing the contents of first aid boxes/kits to the above minimum quantities on a regular basis.

3.8 Sterile items are marked with a 'use-by' date. When replacing these items within the first aid boxes/kits the dates marked on such items should be checked to ensure that expired items are disposed of and replaced. For non-sterile items without dates, personal judgement should be used to determine whether they are fit for purpose.

3.9 Following administration of first aid, the first aider is responsible for ensuring any stock is replenished by informing their manager. Checks should be recorded.

3.10 Anti-bacterial pump soap, water and disposable drying materials or suitable equivalents must be available.

3.11 If utilising a designated room or area as a 'First Aid Room' to allow patients to sit/lay down quietly in private, it is important that casualties are not left alone, or are checked regularly, dependant on the severity of their illness/injury.

4.0 First Aid Training

All first aiders must have completed a training course, and must hold a valid certificate of competence to show this. The school will keep a register of all trained first aiders, what training they have received and when this is valid until.

4.1 It is the employer's duty to select a competent training provider. First aid training providers will need to be able to demonstrate how they satisfy the HSE's First Aid Training Criteria

4.2 The designated person should also have knowledge and competence in first aid, as demonstrated by:

- A current, valid FAW certificate
- In-depth knowledge of the subject of first aid and first aid training

4.3 There are two types of first aid personnel often referred to as "First Aiders":

- (i) Certified First Aider - First Aid at Work (FAW)
- (ii) Paediatric First Aider - Paediatric First Aider (PFA)

4.4 It is important that staff complete a formal refresher prior to the expiry of their certificate which is valid for 3 years. This training should be arranged in plenty of time before it expires. Should a certificate expire the employee will be required to complete the course in its entirety.

4.5 It is essential when selecting members of staff to fulfil the roles of First-Aid provisions, personal qualities likely to make a good First-Aider should be considered. Reliability, strength of character, ability to remain calm in an emergency situation or when others may be injured should all be considered.

- 4.6 A qualified first aider should be readily available on the premises and easily contactable at all times when employees are at work. Consideration must be made to take into account annual leave, out of hours working and other unplanned absence.
- 4.7 In an Early Year's Foundation Stage setting, there should be at least one person who has a current Paediatric First Aid (PFA) certificate. This person must be on the premises, and available, at all times when children are present and accompany children on outings.

Administration of First Aid

- 5.1 Any persons detailed in 4.3 (above) can administer first aid in line with the training they have received. However, it is not the responsibility of a first aider to administer medication.
- 5.2 Where accidents involve external bleeding, first aiders must wear protective gloves and ensure that their own personal wounds are covered with a waterproof dressing.
- 5.3 If a first aider receives bites, scratches or needle stick injuries, wash the wound with water, make it bleed, if you can, and then cover with a waterproof dressing. Report the incident to your line manager and record the incident through your own incident/accident reporting procedure. This should then be addressed within your sites workplace risk assessment to ensure sufficient and suitable control measures are in place.

5.4 Mouth to Mouth Resuscitation

- 5.4.1 If contaminated blood is present through facial injuries, and mouth to mouth contact is required, a Vent Aid should be kept in first aid boxes/kits to facilitate this.
- 5.4.2 Where first aiders feel unable to deliver rescue breaths due to the presence of blood, vomit or other reason, they should endeavour to continue to provide chest compressions in line with their training.

5.5 Requesting the Attendance of an Ambulance

- 5.5.1 All first aiders must be fully aware of their work location procedures for calling, and meeting, the emergency services.
- 5.5.2 First aiders should follow NHS guidance, however, if there is any doubt, an ambulance should be called without delay and follow any instructions provided by the emergency services call handler.

Mental Health First Aid (MHFA)

- 6.1 It is important for employers to recognise the effects of mental health issues in the same way as physical first aid needs.

Reviewing and Reporting

- 7.1 Managers should periodically review their first aid needs, particularly after any accidents or incidents occur. Recording the accidents and incidents dealt with by first aiders is an important part of the review process.

Post Incident Support

- 8.1 It is acknowledged that dealing with an emergency situation can have a significant psychological impact on all involved. It is important for Managers/Headteacher to be aware of the signs and symptoms of post incident stress and provide support, where necessary. It must be noted that the effects can often take months to manifest.
- 8.2 Employees should be encouraged to discuss incidents and seek professional support, if necessary, from their GP. The Leicestershire Traded Services Wellbeing Service can also be contacted where necessary via email - counsellingandwellbeing@leics.gov.uk

The following form can be used to determine your First-Aid needs. Alternatively you can use the HSE's First aid at work assessment tool by using the following link; <http://www.hse.gov.uk/pubns/priced/l74.pdf#page=9>

FIRST AID RISK ASSESSMENT		
Please indicate, by ticking the relevant box, which overall category of risk you consider the area to be (see next section for further information)	Lower risk <input type="checkbox"/>	Higher risk <input type="checkbox"/>
If the area is not considered to be 'higher risk' overall, please list opposite any parts/areas of the workplace or particular activities or special hazards that are considered higher risk.		
During what times is the building open to employees and non-employees?	Open to employees	Open to non-employees
Please state the maximum likely number of persons on site at any one time. Include non-employees (pupils, visitors, etc.)		
How many of the following first aid personnel are available at the site/workplace currently?	Emergency First Aiders	First aiders
According to the table below what is the suggested number of first aid personnel that should be available at the site/workplace?	Emergency First Aiders	First aiders
How many additional personnel need to be trained in order to have the suggested appropriate number (see table below). Remember to consider cover for holidays, sickness and other foreseeable absences.	Emergency First Aiders	First aiders
Is someone responsible for ensuring that refresher training is carried out before it expires? If yes, give name and position		

Category of Risk	Number employed and public at location	Suggested number of first aiders
Low-hazard (e.g. offices, shops, libraries)	Fewer than 25	At least 1 appointed person
	25 – 50	At least 1 EFAW first-aider
	More than 50	At least 1 FAW trained first-aider for every 100 employed (or part thereof)

<p>Higher-hazard</p> <p>(e.g. light engineering and assembly work, food processing, warehousing, extensive work with dangerous machinery or sharp instruments, construction, chemical manufacture)</p>	<p>Fewer than 5</p> <p>5 – 50</p> <p>More than 50</p>	<p>At least 1 appointed person</p> <p>At least 1 EFAW first-aider, depending on the type of injuries that might occur</p> <p>At least 1 FAW trained first-aider for every 50 employed (or part thereof)</p>
<p>NOTE: Suggested minimum number of first aiders (these should be considered in conjunction with the first aid risk assessment, numbers may alter as a result)</p>		

Issues to consider and guidance in providing First-Aid are contained on this page. If additional First-Aid needs are identified you should record this information in the box below.

Factors to consider	Space for notes	Impact on first aid provision
<p>Hazards (use the findings of your general risk assessment and take account of any parts of your workplace that have different work activities/hazards which may require different levels of first-aid provision)</p>		
<p>Does your workplace have low-level hazards such as those that might be found in offices and shops?</p>		<p>The minimum provision is:</p> <ul style="list-style-type: none"> – an appointed person to take charge of first-aid arrangements; – a suitably stocked first-aid box.
<p>Does your workplace have higher-level hazards such as chemicals or dangerous machinery?</p>		<p>You should consider:</p> <ul style="list-style-type: none"> – providing first-aiders; – providing additional training for first-aiders to deal with injuries resulting from special hazards; – providing a suitably stocked first-aid box; – providing additional first-aid equipment; – precise location of first-aid equipment; – providing a first-aid room; – informing the emergency services of specific hazards etc in advance.
<p>Do your work activities involve special hazards such as hydrofluoric acid or confined spaces?</p>		<p>You should consider:</p> <ul style="list-style-type: none"> – providing first-aiders; – additional training for first-aiders to deal with injuries resulting from special hazards; – additional first-aid equipment; – precise location of first-aid equipment; – providing a first-aid room; – informing the emergency services of specific hazards etc in advance.
<p>Employees</p>		
<p>How many people are employed on site?</p>		<p>Where there are small numbers of employees, the minimum provision is:</p> <ul style="list-style-type: none"> – an appointed person to take charge of first-aid arrangements; – a suitably stocked first-aid box. <p>Where there are large numbers of employees, ie more than 25, even in low-hazard environments, you should consider providing:</p> <ul style="list-style-type: none"> – first-aiders; – additional first-aid equipment; – a first-aid room.

<p>Are there inexperienced workers on site, or employees with disabilities or particular health problems?</p>		<p>You should consider:</p> <ul style="list-style-type: none"> – additional training for first-aiders; – additional first-aid equipment; – local siting of first-aid equipment. <p>Your first-aid provision should cover any work experience trainees.</p>
<p>Accident and ill-health record</p>		
<p>What is your record of accidents and ill health?</p> <p>What injuries and illness have occurred and where did they happen?</p>		<p>Ensure your first-aid provision will cater for the types of injuries and illnesses that have occurred in your workplace. Monitor accidents and ill health and review your first-aid provision as appropriate.</p>
<p>Working arrangements</p>		
<p>Do you have employees who travel a lot, work remotely or work alone?</p>		<p>You should consider:</p> <ul style="list-style-type: none"> – issuing personal first-aid kits; – issuing personal communicators/mobile phones to employees.
<p>Do any of your employees work shifts or out-of-hours?</p>		<p>You should ensure there is adequate first-aid provision at all times people are at work.</p>
<p>Are the premises spread out, e.g. are there several buildings on the site or multi-floor buildings?</p>		<p>You should consider the need for provision in each building or on each floor.</p>
<p>Is your workplace remote from emergency medical services?</p>		<p>You should:</p> <ul style="list-style-type: none"> – inform the emergency services of your location; – consider special arrangements with the emergency services; – consider emergency transport requirements.
<p>Do any of your employees work at sites occupied by other employers?</p>		<p>You should make arrangements with other site occupiers to ensure adequate provision of first aid. A written agreement between employers is strongly recommended.</p>
<p>Do you have sufficient provision to cover absences of first-aiders or appointed persons?</p>		<p>You should consider:</p> <ul style="list-style-type: none"> – what cover is needed for annual leave and other planned absences; – what cover is needed for unplanned and exceptional absences.
<p>Non-employees</p>		
<p>Do members of the public or non-employees visit your premises?</p>		<p>Under the Health and Safety (First-Aid) Regulations 1981, you have no legal duty to</p>

		provide first aid for non-employees but HSE strongly recommends that you include them in your first-aid provision.
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Actions identified:		By whom (name) and when (date):
Assessor's name: (please print)	Assessor's signature:	Date assessment completed:
The Line Manager should sign below to show that the assessment is a correct and reasonable reflection of actions required. This document should be reviewed regularly.		
Line Manager's name: (please print)	Line Manager's signature:	Date received:
		Date for review:
Date of review:	Reviewed by (name):	Comments:

Thornton Primary School First Aid Procedures:

Recording Accidents

Accident forms are located in:

1. Classroom 1
2. Outside Classroom under the canopy (the first aid point at lunchtimes)

First Aid kits are located in all classrooms in labelled box/cupboard.

The closest member of staff present will assess the seriousness of the injury and seek the assistance of a qualified first aider, if appropriate, who will provide the required first aid treatment.

The first aider will assess the injury and decide if further assistance is needed from a colleague or the emergency services. They will remain at the scene until help arrives. The first aider will also decide whether the injured person should be moved or placed in a recovery position.

Pupils

If the first aider judges that a pupil is too unwell to remain in school, the Headteacher will be informed and parents will be contacted and asked to collect their child. Parents will be advised on what next steps are recommended. If emergency services are called, the Headteacher or authorised member of office staff will contact parents immediately.

The first aider/relevant member(s) of staff witnessing the incident will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury.

All accidents should be recorded on an accident form, a carbonated copy of which remains in school. The original should be given to the person who received treatment. If the injury is deemed to be more serious, this will be entered onto AssessNet.

Accident forms must contain sufficient detail including, but not limited to:

- Full name of injured person along with year group and class if the form is being completed for a child
- Date and time of the accident
- Location of the accident
- Cause and nature of the injury
- Full name of the person completing the form
- Any additional relevant information (such as weather, type of clothing worn)

Contacting Parents/Carers of pupils

A member of office staff will telephone parents/carers for all bumped heads. For minor accidents, discretion will be used on whether to telephone parents/carers in addition to providing a copy of the accident form. This may be appropriate where there is a visual injury such as a cut, graze or bruise. If an immediate telephone call is required, then a member of staff should inform the office straight away.

Break Time and Lunchtime protocol for accidents

In the event of minor accident / injury at break time or lunchtime, a first aider should deal with the injury on the playground and where required, accompany the pupil to a suitable location to deliver further treatment (under the canopy or Classroom 1 adjacent to the canopy.)

Reporting Procedures – Refer to Accident, Incident and Near Misses document
Medication & Management – Refer to separate policy

Appendix 1

First Aiders at Thornton Primary School

First Aid at work		
	Location	Expiry Date
JANET REYNOLDS		07/06/2027
Paediatric First Aid		
HELELN DURHAM		13.06.26
JANET REYNOLDS		07.07.26
PAULA HILL		05.06.28
ROBERT DOYLE		05.06.28
LOUISE CLARKE		05.06.28
LEAH JONES		05.06.28
Basic Emergency First Aid		
LEAH JONES		21.08.27
JOANNE STRAW		21.08.27
KATE WHITE		21.08.27
REBECCA HOLMES		21.08.27
FAYE ELLERTON		21.08.27
ALICE HICKENS		21.08.27
Anaphylaxis		
HELEN DURHAM		13.06.26
JANET REYNOLDS		07.07.26
PAULA HILL		05.06.28
SARAH ACTON		21.08.27
REBECCA HOLMES		21.08.27
KAREN YATES		21.08.27
LEAH JONES		21.08.27

JOANNE STRAW		21.08.27
KATE WHITE		21.08.27
FAYE ELLERTON		21.08.27
ALICE HICKENS		21.08.27